

# MINUTES

## JOINT UNION MANAGEMENT COMMITTEE MEETING

Tuesday, November 17, 2009 – 1:30

**ADM009A**

**Present:** Melody Burton, Tena McKenzie, Gordon Nickel, Karen Whitehouse, Diane Stoliker, Rob Wotherspoon

**Regrets:**

**Recorder:** T McKenzie

1. **Call to Order – at 1:30 pm** – Chair: R. Wotherspoon

2. **Approval of Agenda**  
Approved.

3. **Approval of Minutes of September 22, 2009**

Approved as circulated.

4. **Old Business:**

**BCGEU**

4.1 Employees participating in BCGEU activities and positions (example: Union observers for interviews)

K. Whitehouse advised that members receive, for example, a call at 3:00 in the afternoon for a 9:00 am meeting the next day. K. Whitehouse to check with C. King and ask for examples (e-mails).

HR will put out a reminder to the UBC community regarding Union participation on committees and interviews.

4.2 Continued discussion around discipline process.

J. Moroz would like to see a process whereby an employee is given 48 hours of notice. Employee has a right to engage a steward and the steward should have an opportunity to prepare. Rob Wotherspoon is ok with our current process as long as the ability to caucus is available. The University assured him that it is available at any time during disciplinary meetings. D. Stoliker stated that the person would have the opportunity to choose a steward. G. Athans advised that the list of stewards should be made available to the employee so that they have a choice.

5. **New Business:**

**BCGEU Items:**

5.1 Sufficient notice to allow for union observers at job interviews  
As above in 4.1.

5.2 Article 22.1 and 59.2 – A Union representative shall sit as an observer during interviews... and University meetings that Union employees sit on.

As above in 4.1.

**5.3 Use of vacation to cover unpaid sick days**

G. Athans advised that vacation and sick leave are two distinct leaves and should not be used “carte blanche”. It was decided to bring this issue back to the table for the next meeting for further discussion.

**UBC Items:**

None.

**6. Meeting adjourned at 2:20pm**

**Next meeting:** Tuesday, December 7, 2009

**Location:** HR Boardroom (ADM009A)

**Time:** 10:00 am